

JAW, BIH-SHIAW

Professor, College of Management, National Sun Yat-sen University

■ Professor, Institute of Human Resource Management
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Education

1994	Ph.D.	Business Administration, National Sun Yat-Sen University, Taiwan
1993 – 1994	Ph.D.student	OBHR, Purdue University, USA.
1990	MBA	Business Administration, National Sun Yat-Sen University, Taiwan
1977	B.A.	Business Administration, National Cheng Kung University, Taiwan

Academic Employment

Aug. 2011-	Director, Institute of Human Resource Management
Aug.2003 – 2006	Director, Institute of Human Resource Management
Aug.2003 – Mar.2005	Associate Dean, College of Management
Nov.2002 – Jan. 2003	Director of the Institute of Health Care Management
Aug.1998 – Jul.2001	Director, Institute of Human Resource Management
Aug 1998 – Present	Professor, Institute of Human Resource Management
Aug.1994 – Jul.1998	Associate Professor, Institute of Human Resource Management

Honors and Awards

- 2013 English Course Teaching Award. National Sun Yat-sen University. (國立中山大學國際人力資源管理英語學程教學績優)
- 2012 Teaching Awards by National Sun Yat-sen University (教學績優獎)
- 2008-2012 Research Awards by National Sun Yat-sen University (研究績優獎)
- 1994-2014 National Science Foundation of Taiwan: A Grade Award
- 2011 Best research citation by National Sun Yat-sen University
- 2001-2002 Fulbright Senior Scholarship Grand (USD 3,000)
- 2001 National Science Foundation: A Grade Award (USD 4,500)
- 2000 National Science Foundation: A Grade Award (USD 4,500)
- 1999 Research Award of Chinese Management Association
- 1999 National Science Foundation: A Grade Award (USD 4,500)
- 1998 National Science Foundation: A Grade Award (USD 4,500)
- 1997 National Science Foundation: A Grade Award (USD 4,500)
- 1996 National Science Foundation: A Grade Award (USD 4,500)
- 1995 National Science Foundation: A Grade Award (USD 4,500)
- Citation of Excellence by ANBAR Electronic Intelligence,
Hannon J. M., Huang I. C., Jaw B. S. (1995).
- 1995 International Human Resource Strategy and Its Determinants:
The Case of Subsidiaries in Taiwan. Journal of International Business Stu
26:3.

- 1995 Acer Computer Research Award
- 1993-1994 Ambassadorship of Rotary International (USD 16,000)

Editorial Duties

- 2012 Chief Chairman, Sixth Cross Strait Conference of Enterprise Management.,
Oct 2-Oct 4, 2012
- 2010-2012 擔任國立中山大學傳習教授
- 2006-2010 Editor in Chief, Journal of Human Resource Management(Taiwan)
- 2010 Organization Behavior Track Chair, Asia Academy of Management
- 2000- 2005 Vice Chief Editor, Journal of Human Resource Management (Taiwan)

Reviewer for:

Decision Support System (USA); National Science Foundation Research Grants
(Taiwan) ; Journal of Human Resource Management (Taiwan); Sun Yat-Sen Management
Review (Taiwan); Journal of Management (Taiwan); Management Review (Taiwan); Asia
Pacific Management Review (Taiwan); Journal of Labor Studies (Taiwan).

Reviewer for the Academy of Management (USA), International Management Division

Reviewer for the Academy of Management (USA), Human Resource Management Division

Project & Research Funding

- 2014-2015 組織更新與動態永續能力的整合性架構 (科技部)
- 2013-present Global Talent Center, National Sun Yat-sen University,
Kaohsiung, Taiwan
- 2011-2014 企業因應全球動態環境的策略性人力資本管理 (國科會)
- 2009-2011 跨國策略聯盟績效的決定因素之整合性架構研究(國科會)

- 2006-2007 國際團隊多元性與知識分享的關係－團隊情緒智商與組織支援系統的調節作用(國科會)
- 2005-2006 Value-added Activities and International Human Resource Control of Taiwan Subsidiaries in USA
- 2004-2005 Strategic International Human Resource Management of Subsidiaries Evoluted Toward the Regional Integration of the Value-Added Network in the Asia Pacific
- 2004-2005 “台商海外子公司知識流動策略與人力資本系統的情境關係之研究”
- 2004-2005 “我國企業智慧資本建構與管理策略對組織學習能力影響之研究”
- 2003-2004 A Cross-cultural Comparison on Cultural Value, Working Value and Involvement Model of Chinese People
- 2003-2004 “組織內部勞動市場對員工知識學習成效影響之研究－員工內音作調動意願之中介效果”
- 2002-2003 “The Cross-Cultural Determinants of Human Resource Management of Taiwan Companies in America (II).”
- 2001-2002 “The Cross-Cultural Determinants of Human Resource Management of Taiwan Companies in America (I).”
- 2000-2001 “The Causal Effect of Internal-Marketing Human Resource Management on Customer-Oriented Behavior in Servicing Industries.”
- 2000-2001 “The Impact of Support Systems of Enterprise Organizations on Taiwanese Expatriate’s Work-Family Conflict.”
- 1999-2000 “The Strategic Human Resource Management of

Regional Operation Center of Multinational Companies in Taiwan.”

- 1999-2000 “The Development of Global Managerial Competence for Building
Competitive of Taiwanese Companies.”
- 1998-1999 “The Assessment of Human Resource Management in
Logistic and Telecom Industries toward 21st Century.”
- 1998-1999 “The Determinants of Executives: Entrepreneurship of
Foreign Companies in Taiwan.”
- 1997-1998 “The Assessment of Human Resource Management in
Metal Fabrication Industries toward 21st Century.”
- 1996-1997 “Human Resource Control and Performance of
Foreign Labor in Taiwan.”
- 1996-1997 “Strategic Human Resource Control System of
R&D of Multinational Companies in Taiwan.”
- 1995-1996 “Human Resource Control System of
Taiwanese Companies in Mainland China.”

Publications

Journals

Published in English

-已發表含已接受

1. Jaw, B.S., Wang, C.Y.P., & Chen, W.C., The Effect of Commitment-based HRM and Psychological Contract on Learning Aspiration: Human Capital Perspective. International Journal of Human Resource Management (SSCI first author; 2009 JCR Social Science Edition impact factor: 0.830)
2. Wang, C.Y.P., Jaw, B.S., & Tsai, H.C., (2012) Building Dynamic Strategic Capabilities: A Human Capital Perspective. International Journal of Human Resource Management. 23:6, 1129-1157 (SSCI, Corresponding Author, , 2009 JCR Social Science Edition impact factor: 0.830).
3. Wang, C.Y.P., Jaw, B.S., Tsai, H.C., & Chen, M.H. 2010. The Causal Effects of Organizational International Labor Market on Firm-specific Learning- The Mediating knowledge Attainment-the Mediating Effect of Willingness to International Transfer. International Journal of Human Resource Management. 21:1015-1034. (SSCI Corresponding Author ,2009 JCR Social Science Edition impact factor: 0.830)
4. Wang, C.Y.P., Jaw, B.S., Chen, W.C., Yang, L.S.. (2010) An Integrative Framework of Subsidiary's Strategic Human Resource Management: The Evolution toward Regional Integration. Journal of Human Resource Management. 10:2, 53-80 (TSSCI)
5. Christina Yu Ping Wang, Bih-Shiao Jaw, & Chuan-Yuan Huang. Towards a cross-cultural framework of strategic international human resource control: The case of Taiwanese high-tech subsidiaries in the USA. International Journal of Human Resource Management. Vol.19, No.7, July 2008, 1255-1279. [SSCI]
6. Jaw, Bih-Shiao, Ling, Ya-Hui, Wang, Christina Yu-Ping, Chang, Wen-ching. 2007. The impact of culture on Chinese Employees' Work Value. Personnel Review. Vol.36 Issue 5, p.763-780. [SSCI]
7. Jaw, Bih-shiao, Wang, Christina Yu-ping, White, Louis P. Subsidiary's Strategic Control and Its Cross-Cultural Determinants. 中山管理評論, 15(特刊) 2007[民 96] 頁 39-77。 [TSSCI]
8. Ling, Ya-Hui & Jaw, Bih-Shiao. (2006) The influence of international human capital on global Initiatives on the financial performance. International Journal of Human Resource Management. 17:3, 379-398 (2006). [SSCI]
9. Jaw, Bih-Shiao, Wang, Christina Yu-Ping, & Chen, Yen-Hao (2006). Knowledge Flows and Performance of Multinational Subsidiaries: The Perspective of Human Capital. International

- Journal of Human Resource Management, 17:2, 225-244 (2006). [SSCI]
10. Jaw, Bih-Shiao, Wang, Christina Yu-Ping, Ling, Ya-Hui, & Chang, W.C. Cross-cultural Determinants of Chinese Employees' Work Value. Asia Pacific Management Review (Accepted 2006). [TSSCI]
 11. Jaw, Bih-shiao & Liu, Weining. (2004, Spring). Towards an integrative framework of strategic international Human Resource Control: The case of Taiwanese Subsidiaries in the People's Republic of China. International Journal of Human Resource Management. [SSCI]
 12. Huang, Ling-Chih, Huang, Kuo-shy, Jaw, Bih-Shiao, "Applying fuzzy neural network in human resource selection system". Annual Conference of the North American Fuzzy Information Processing Society- NAFIPS, v a, NAFIPS 2004- *Annual Meeting of the North American Fuzzy Information Processing Society: Fuzzy Sets in the Heart of the Canadian Rockies*, 2004, p.169-174. (EI).
 13. Jaw, Bih-shiao & Liu, Weining. (2003, Fall). Promoting organizational learning and self-renewal in Taiwanese companies: The role of HRM. Human Resource Management Journal. Vol.42, No.3, Pp223-241. [SSCI]
 14. Chen, Yong-shing, Wu, San-chiang, Wang, Shiang-yaw, & Jaw, Bih-shaw, 2003, " Depression in Chronic Hemodialyzed Patient", Nephrology, 8:3, 121-126. [SCI]
 15. Huang, Liang-Chih, Wu, Peitsang, Jaw, Bih-Shiao, & Wu, Yen-Hui, 2001, "A study of applying fuzzy analytic hierarchy process on management talent evaluation model in IC packaging in Taiwan", Joint 9th IFSA World Congress and 20th NAFIPS International Conference, pp.1484-1488, July 25-28, 2001, Vancouver, British Columbia, Canada. (EI)
 16. Hannon J. M., Huang I. C., & Jaw B.S. (1995). International Human Resource Strategy and Its Determinants: The Case of Subsidiaries in Taiwan. Journal of International Business Studies.26:3, 531-554 [SSCI] (PhD, dissertation)
 17. Jaw, B.S. (1994). Managing R&D Professionals in Foreign Subsidiaries -- A Framework of Integration and Responsiveness. The Korean Personnel Administration Journal. 18,521-544.
 18. Huang, I.C., & Jaw B.S. (1993). Toward an Integration Responsiveness Framework of Strategic Human Resource Management of Subsidiaries the Case of Multinationals in Taiwan. The Korean Personnel Administration Journal.17, 199-224.

Published in Chinese

Journal published in Chinese.

1. 趙必孝、張文菁、王喻平，「組織內部勞動市場對知識學習成效的因果關係—內部移轉意願的中界效果」，人力資源管理學報，第五卷第三期，民94年：91~106(2005)。
2. 趙必孝、陳以亨、張健豪、林虹君，「企業組織支援系統對大陸台商之工作—家庭衝突

- 之研究」，中山管理評論。(，2004 春季號，NSC89-2416-H-110-073-SSS) [TSSCI]
3. 郭順成、趙必孝、王喻平、陳榮德，「政府組織再造策略對員工組織承諾與工作投入影響之研究—以精省為例」，人力資源管理學報，第四卷第一期，民 93 年：1~28
 4. 蘇慧玲、陳穎豐、趙必孝、凌雅慧，「服務業建教合作支持系統與個人特性對員工組織承諾與離職傾向的情境影響」，人力資源管理學報，第三卷第四期，民 92 年：39~64。
 5. Wu, S.C., & Jaw, B.S. (2002). The Relationship between Internal Marketing and Customer Oriented Behavior- The Evidence from Kaohsiung Municipal Hospital. Journal of Human Resource Management (Journal Published in Chinese).2:1, 99-117.
 6. Chen, S.L., Jaw, B.S., & Huang, I.C. (2001). A Study of Relationships between New Generation of Work Value, Quality of Work Life and Job Satisfaction. Journal of Labor Studies (Journal Published in Chinese). 10, 75-101.
 7. Jaw, B.S. (2000). Human Resource Control and Performance of Foreign Labors in Taiwan. NTU Management Review (Journal Published in Chinese). 10:2, 31-69.
 8. Chen, Y.F., Jaw, B.S., & Ling, Y.H. (2002). Strategic Human Resource Management of Foreign Research and Management in Multinational Companies. Asia Pacific Management Review (Journal Published in Chinese). 5:1, 29-51.
 9. Jaw, B.S. (1999). Developing International Competence for Competitive Advantage: The Case of Taiwan Companies. Sun Yat-Sen Management Review (Journal Published in Chinese). 7:2, 437-466.
 10. Chuang, C.M., Jaw, B.S., & Chen, Y.F. (1999). Motivation, Strategy and Management of Foreign R&D Unit. Sun Yat-Sen Management Review (Journal Published in Chinese). 7:1, 155-188.
 11. Jaw, B.S. (1998). The Determinants of Human Resource Control over Subsidiaries in Global Context- An Empirical Study of Taiwanese Companies in Mainland China. Sun Yat-Sen Management Review (Journal Published in Chinese). 6:3, 765-796.
 12. Jaw, B.S. (1998). The Causal Effects of Human Resource Management for Repatriates on Their Organizational Involvement. Journal of Management (Journal Published in Chinese). 15:3, 473-505.
 13. Jaw, B.S. (1998). The International Human Resource Management and Expatriate Entrepreneurship in Internationalization Process: The Case of Taiwanese Multinational Companies. Journal of Management (Journal Published in Chinese).15:1, 101-132.
 14. Jaw, B.S.(1997). Strategic Human Resource Development of Taiwanese Medium & Small Companies in Changing Environment. Asia Pacific Management Review (Journal Published in Chinese). 2:2, 101-119.
 15. Jaw, B.S. (1997). Strategic Staffing Management of Taiwanese Companies in Mainland China. Journal of Management (Journal Published in Chinese). 14:1, 65-91.
 16. Chuang, C.M., & Jaw, B.S. (1993). Human Resource Management Strategies of Subsidiaries- The Case of Multinationals in Taiwan. Sun Yat-Sen Management Review (Journal Published in

Chinese). 1:3, 93-114.

Books

1. Jaw, B.S. (2012). 頂新集團的中國心與台灣情-人文精神與社會關懷. 高雄:中山大學亞太人力資源發展中心 (Publication in Chinese).
2. Jaw, B.S. (2012). Globalizing Management -Human Resource Perspective. 3rd edition. (國際化管理-人力資源觀點).Taipei: Hwa-Tai Bookstore. (Publication in Chinese).
3. Jaw, B.S. (2005) International Business Management-Knowledge Economics Perspective. Tsang Hai Book Publishing Co. (Publication in Chiense).
4. Huang, I.C., Wu, F.S., & Jaw, B.S. (2001). Human Resource Management. Taipei: National Open University. (Publication in Chinese)
5. Jaw, B.S. (2000). Globalizing Management -Human Resource Perspective. Taipei:Hwa-Tai Bookstore. (Publication in Chinese)
6. Jaw, B.S. (1998). International human resource management. Taipei: Hwa-Tai Bookstore.(Publication in Chinese)

Conference Papers

1. **Jaw, B.S., Jou, W.P., Wang, C. Y. P., & Lin, George C.K. Dynamic Capabilities – from the perspective of subsidiaries in emerging markets. Norway. September, 2014 【7th EuroMed Conference of the EuroMed Academy of Business, accepted】**
2. Wang, C.Y.P., Jaw, B.S., & Wang, C.Y. Expatriate's Global Entrepreneurial Competence and it's cross-cultural determinants. Kristiansand, Norway. September, 2014 **【7th EuroMed Conference of the EuroMed Academy of Business, accepted】**
3. Bih-Shiao Jaw, Christina Yu-Ping Wang, Chen-Yu Wang. Organization's Sustainable Capability in a Dynamic Context: Organizational Ambidextrous Strategic Perspective. LA. July, 2014 **【21st International Conference on Advances in Management & 7th International Conference on Social Intelligence】**
4. M. H. Lee, Jaw, B.S. MNCs' Greening Human Capital Management—the moderating effect of institutional response. Seattle, U.S.A. Jan. 2014 **【2014 Global Business & International Management Winter Conference in Seattle, USA. (GBIM)】**
5. Jou, W.P., Jaw, B.S., & Wang, C.Y.P., Building Dynamic Capabilities to Strengthen Business Performance. Shanghai, China. November, 2013 **【第三届跨文化管理国际学术研讨会暨第七届海峡两岸企业管理学术研讨会】**
6. Jaw, B.S., Wang, C. Y. P., Wang, C. Y., & Chang, Y. C. The antecedents of MNC's green market initiative: resource-based view. Newcastle, Australia. Nov. 2013. **【Academy of**

- International Business - Australia and New Zealand Chapter Annual Symposium accepted】
7. Jaw, B.S. International human capital management in China (keynote speaker)兩岸國際人力資本管理 (大會 keynote speaker). Proceedings of the 3rd International Conference on Cross-cultural Management & the 7th Cross-Strait Conference of Enterprise Management. Shanghai, China. Nov. 2013.
 8. Jaw, B.S. Green Innovation and Global Entrepreneurship (keynote speaker) 綠色創新與全球開創. Proceedings of ALSME Leadership Forum. (2013 經營領袖論壇). Kaohsiung, Taiwan. Aug. 2013.
 9. Jaw, B.S., Wang, Christina Yu-Ping, Lee, Meng-Hsiu (2013, Jul). MNCs' Greening Human Capital Management in China—integrative perspective of Resource-Based and Institutional Theory. 【2013 AIB Annual Meeting (Bridging the Divide: Linking IB to Complementary Disciplines and Practice), Istanbul.】
 10. Jaw, B.S. Managing Human Capital Processes for Global Entrepreneurship. Proceedings of 2012 Global Business & International Management Conference. Vancouver. British Columbia, Canada. July. 2012 [2012 GBIM Conference]
 11. Jaw, B.S., & Lin, Z.G. The Primary Determinants of Corporate Greening in MNC's Subsidiary. Proceedings of the Sixth Cross Strait Conference of Enterprise Management. Kaohsiung, Taiwan. Oct. 2012 [2012 第六屆海峽兩岸企業管理學術研討會]
 12. Jaw, B.S., Wang, C.Y.P., & Chen, W.C.. Subsidiary Strategic Initiative: The Construct and its Antecedents. Proceedings of the 2012 Academy of International Business Annual Meeting. Washington, DC. USA. June. 2012. [2012 AIB Annual Meeting]
 13. Jaw, B.S., Wang, C.Y.P., & Chen, W.C.. The Consequence of Subsidiary Entrepreneurial Capability and Its Strategic Contribution: the Mediating Role of Renewal Initiative. Proceedings of the 2011 Academy of International Business Annual Meeting. Nagoya. Japan. June. 2011. [2011 AIB Annual Meeting]
 14. Wang, C.Y.P., Jaw, B.S., & Wang, C.Y. The Determinants of Managing Firm's Environmental Dynamic Capability: Human Capital Perspective. Proceedings of 2011 International Academy of Management and Business. San Francisco. USA Nov. 2011 [2011 IAMB Conference]
 15. Wang, C.Y.P., Jaw, B.S., & Chang, Y.H. MNC's Subsidiary Initiative in China: Dynamic Capability Perspective - The Case of New Energy Industry. Proceedings of 2011 Global Business & International Management Conference. Seattle, Washington. USA Jul. 2011. [2011 GBIM Conference]
 16. Jaw, B.S., & Wang, C.Y. The Antecedents of Green Leadership and Green Human Capital of Firm's Environmental Dynamic Capability Proceedings of the Fifth Cross Strait

Management Conference. Kunming, Yunnan. China Jul. 2011.

17. Wang, C.Y.P. & Jaw, B.S. Organizational Learning and Knowledge-Based Global Competence in MNCs: Dynamic Capabilities Perspective. Proceedings of the 2009 Academy of International Business Annual Meeting. San Diego, California. USA Jun. 2009. [2009 AIB Annual Meeting]
18. Chen, M.H., Wang, C.Y.P., Tian, X.M., & Jaw, B.S. The Relationship of Group Emotional Intelligence with Relational Conflict and Group Effectiveness. Proceedings of 2008 Academy of Management Annual Meeting. Anaheim, CA. USA Aug. 2008. [2008 AOM Annual Meeting]
19. Jaw, B.S., Ling, Y.H., & Wang, C.Y.P. Global Knowledge Management and International Human Capital System: the Case of Taiwanese Multinational Companies. Proceedings of San Francisco-Silicon Valley Global Entrepreneurship Research Conference. San Francisco, California. USA Mar. 2007
20. Jaw, B.S., Wang, C.Y.P., & Lin, S.Y.L. Knowledge-based Global Competence and Its Antecedents: The Case of Taiwanese MNCs. Academy of International Business Annual Meeting. Beijing. China June. 2006. [2006 AIB Annual Meeting]
21. Wang, C.Y.P., Jaw, B.S., & Tsai, C.H.C. Global Integration and Organizational Global Competence: The Case of Taiwanese MNCs. Academy of International Business Annual Meeting. Beijing. China June. 2006. [2006 AIB Annual Meeting]
22. Wang, C.Y.P., Jaw, B.S., & Tsai, C.H.C. Integrative Framework of Global Integration and Firm's Global Competence: Knowledge-Based Perspective. Academy of Management Annual Meeting. Atlanta, Georgia. USA Aug. 2006. [2006 AOM Annual Meeting]
23. Bih-Shiao Jaw, Christina Yu-Ping Wang & Yen-Hao Chen (2005). Knowledge Management of Taiwanese MNC Subsidiaries: The Systematic Perspective of Human Capital. Proceedings of the 2005 Academy of Management Annual Meeting. Honolulu, Hawaii. USA Aug. 2005.
24. Bih-Shiao Jaw, Liang-Chih Huang & Ya-Hui Ling (2004). A Cross-Cultural Study on the Determinants of Chinese Employees' Work Values. Proceedings of the 2004 the Asia Academy of Management Annual Meeting. Shanghai, PRC Dec. 2004
25. Christina Yu-Ping Wang, Bih-Shiao Jaw, & Louis P. White (2004). Cross-Cultural Influence on Strategic International Human Resource Control of Taiwanese High-Tech Subsidiaries in USA. Proceedings of the 2004 the Asia Academy of Management Annual Meeting. Shanghai, PRC Dec. 2004
26. Bih-Shiao Jaw & Christina Yu-Ping Wang (2004). International Human Resource Strategy and Multinational Subsidiaries Evolution to the Regional Integration: The Case of MNCs in Taiwan. Proceedings of the 2004 the Academy of Management Annual Meeting. New Orleans, LA. USA Aug. 2004

27. Bih-Shiao Jaw & Christina Yu-Ping Wang (2003). Strategic Human Resource Management – Responding to the Regional Integration of the Value-Added Network. 2003 Hawaii International Conference on Business. Honolulu, Hawaii UAS June 2003
28. Bih-Shiao Jaw, Christina Yu-Ping Wang & Wen-Ching Chang (2003). The Causal Effect of Organizational Internal Labor Market on Knowledge Accumulation from Career Attainment. Proceedings of the 2003 the Academy of Management Annual Meeting. Seattle, WA. USA Aug. 2003.
29. Bih-Shiao Jaw, LC Huang, LS Lin & Christina Yu-Ping Wang (2003). The Impact of International Human Resource Control on Expatriate Intrapreneurship. Proceedings of the 13th Annual Meeting of Association for Chinese Management Educators International Conference on Pacific Rim Management. Seattle, WA. USA Aug. 2003.
30. Lee, I.C., & Jaw, B.S. (1997). The Management and Performance of Foreign Labor in Taiwanese Companies. Proceedings of Eighth International Conference on Comparative Management, Taiwan: Kaohsiung.
31. Jaw, B.S. (1996). International Human Resource Management and Expatriate Intrapreneurship in Taiwanese Multinational Companies. Proceedings of the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region, Taiwan: Kaohsiung, November.
32. Jaw, B.S. (1995). Determinants of Job Involvement of Middle-Age working Woman in Taiwan. Proceedings of the Second Annual International Conference of Human Resource Management in the Asia - Pacific Region, May.
33. Jaw, B.S. (1995). Managing R&D Professionals in Foreign Subsidiaries - A Framework of Integration and Responsiveness. Proceedings of the 11th International Conference on Advanced Science and Technology.
34. Jaw, B.S., & Huang, I.C. (1995). Human Resource Management Strategy of Small & Mid-sized Companies in Changing Industrial Environment in Taiwan., Proceedings of Third International Conference of Global Business Environment and Strategy, Aug.
35. Huang, I.C., Hannon, J.M., & Jaw, B.S. (1994). International Human Resource Strategy and Control: the Case of Multinationals in Taiwan. The Proceeding of the First Annual International Conference of Human Resource Management in the Asia-Pacific Region.
36. Huang, I.C. & Jaw, B.S. (1993). Determinants of Human Resource Strategy of Subsidiaries - The Case of Multinationals in Taiwan. Proceedings of Toward Global Excellence Conference, ACME/ICCM TRANSACTIONS, Los Angeles, August.
37. Huang, I.C., Chuang, C.M., & Jaw, B.S. (1993). Strategic Human Resource Management of Subsidiary of Multinational Corporations. Proceedings of First International Conference on Global Business Environment and Strategy Conference, Taiwan, March.

38. Huang, I.C., & Jaw, B.S. (1992). A Survey study of training -education and its relation to outcomes in Taiwan's manufacturing industries. Proceedings of Academy of International Business Southeast Asia Regional Conference, Australia: Brisbane, June.
39. Huang, I.C., & Jaw, B.S. (1992). The Effects of Participative Leadership on Creativity. Proceeding of Fifth International Conference on Comparative Management, Taiwan: Kaohsiung, June.
40. Tsai, Stephen D.H., & Jaw, B.S. (1992). Global R&D Management Over Subsidiaries: Towards Integration - Responsiveness Framework . Proceedings of Fifth International Conference on Comparative Management, Taiwan: Kaohsiung,, June.

Professional Services

2013.7-2013.12	Director of EMBA, National Sun Yat-sen University
2013-present	Director, Global Talent Center. National Sun Yat-sen University, Kaohsiung, Taiwan
2012	Chief Chairman, Sixth Cross Strait Conference of Enterprise Management., Oct 2-Oct 4, 2012
2010-2012	擔任國立中山大學傳習教授
2011-present	Director, Institute of Human Resource Management
2010	Organization Behavior Track Chair, Asia Academy of Management
2006-2010	Editor in Chief, Journal of Human Resource Management(Taiwan)
2001	Executive Committee, Human Capital Survey in Taiwan (Commo Wealth).
1998- Present	Vocational Training Consultant of Government of ROC.
1998- Present	Board Member, Association of Human Resource Development RC
1998	Deputy Secretary General, APEC, Annual Conference of Human Resource Development.

Working Paper

1. Cross-Cultural Influence on Strategic International Human Resource Control of Taiwanese High-Tech Subsidiaries in USA
2. International Human Resource Strategy and Multinational Subsidiaries Evolution to the Regional Integration: The Case of MNCs in Taiwan.
3. Strategic HRM Responding to the Regional Integration of the Value-Added Network – the Case of Multinational Companies in Taiwan
4. The Causal Effects of Organizational Internal Labor Market on Knowledge Accumulation From Career Attainment – The Mediating Effect of Willingness to Internal Transfer

Major Consulting Assignments

1. Taiwan Power Company, lecturer in the Program Management Development (1994-2001) ◦
2. China Petroleum Corporation : Manpower Assessment – Corporation wide survey (1996-1997) ◦
3. Foreign Contract Labor Operation Center “The Effects of Foreign Contact Labor on the Economy in Taiwan” (1998)
4. Public Construction Commission, Executive Yuan ” Manpower Planning of Public Construction Worker” (1997-1998)
5. Twin Head Computer Corporation “Expatriate Management and Training Assessment” (1999) ◦
6. Acer Computer Corporation : Human Capital Index and Survey (2000) ◦
7. China Steel Corporation : Training Consulting of China steel University (2001) ◦
8. Chinese Telecom company “ Improvement of Performance Appraisal” (2000-2002) ◦

Courses Taught Recently

Advanced Human Resource Management (PhD)

Advanced Organizational Theory (PhD)

Advanced paper writing in English (PhD)

International Business (PhD)

International Organizational Behavior (PhD)

International Human Resource Management (PhD, EMBA)

Knowledge-based Economy And Globalizing Management (PhD)

Knowledge Management and Globalization (PhD, EMBA)

Seminar in Comparative Human Resource Management (PhD)

Updated 15th, August. 2014